



What Must We Do
to Prepare for
Tomorrow?
The Summit on
Global
Competitiveness

Learn More. Earn More.
West Virginia's Action 2020

Report and Recommendations of the
West Virginia Summit on Global Competitiveness
December 10, 2009

Learn More. Earn More.

West Virginia's Action 2020

The Report of the West Virginia Summit on Global Competitiveness¹

December 10, 2009

¹ The Summit on Global Competitiveness took place at the University of Charleston, Charleston, West Virginia on October 29, 2009.

ACKNOWLEDGEMENTS

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What Must We Do to Prepare for the Future

Voices from the Summit on Global Competitiveness
October 29, 2009

We've had some rough debates... but when it's all said and done we come together. If we find education isn't working and not doing what it's supposed to do, together I guarantee you we have enough brain power and enough expertise and enough ambition to fix anything that's wrong.

Joe Manchin III
Governor of the State of West Virginia

Will this state do what we have to do, whether we like it or not?

Sonya Pickelsimer
Teacher, Williamson High School

Teachers can inspire students to achieve their best. If a teacher expects the best, the students will tend to rise to the occasion.

Kellie Haynes
Principal, Watts Elementary School

We have the *ability* to learn so much more than we have the *opportunity* to learn.

West Virginia Student

Innovation will be ...chaotic. Will we have the resolve to follow through with changing the system?"

Anonymous Summit Participant

What the Race to the Top should be, what charter schools should be, what our districts should be—is we should be looking for and encouraging people to do all sorts of school designs and see what works to try to engage in this knowledge economy.

Randi Weingarten
President, American Federation of Teachers

One of the things that we know at the NEA is that the system we have for public schools works exactly like we designed it to—as all systems do—but it *is not the system we need today*. We have to have a system that educates *all children* (emphasis added).

John Wilson
Executive Director, National Education Association

The greatest challenge I face as a high school principal is to provide a world class 21st century education to each and every kid that walks in the door, particularly to those who want it the least, doing it with finite resources during unstable economic times with greater and greater accountability measures being brought to bear...while cultural values and mores are on the constant decline. That is my challenge.

Clinton Giles
Principal, Capitol High School

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AFTEREFFECTS OF THE SUMMIT ON GLOBAL COMPETITIVENESS

What must we do to prepare for the future? On October 29, 2009, Governor Joe Manchin III welcomed 300 people to Charleston for the second Summit on Global Competitiveness of his administration. Out-of-state experts; state leaders, including the Governor, First Lady, and members of the legislature, 21st Century Jobs Cabinet and State Board of Education; and ordinary West Virginians came together to translate their ideas and aspirations for the future into action steps, including legislation, that would begin immediately and continue until the job was done.

The following report does not document directly the observations, questions or concerns heard at the Summit—although those can be followed on the state’s education portal, www.wv.gov/education, where video clips can be seen of speakers and where we ask you to continue to contribute to our blog—but takes the more difficult next step of organizing the conclusions of the summit and making them available for wider public debate.² **NOTE that quoted material in the report, where not otherwise cited, is from Summit participants.**

The paper has three sections, followed by background information that can be found in the appendices.

- Why it Matters: West Virginia’s Quality of Life and Economic Future
- Action 2010: A Legislative Agenda for the Coming Year
- Action 2011 and Beyond

It is being published, having been formally endorsed in an open meeting of the Jobs Cabinet on December 7, 2009, shared with the State Board of Education, and submitted to the Governor for his consideration for the development of a joint legislative agenda, formulated in cooperation with the legislature, for 2010 and beyond.



Gayle C. Manchin
First Lady, State of West Virginia
Co-chairman, 21st Century Jobs Cabinet of West Virginia



Ralph H. Baxter
Chairman and CEO, Orrick
Co-Chairman, 21st Century Jobs Cabinet

INTRODUCTION

Governor Joe Manchin established the 21st Century Jobs Cabinet of West Virginia in 2006 as a leadership board that could both advise him about p-20 (pre-k through post-secondary) education and coordinate decision-making among the various agencies involved in the state’s educational, job creation and economic development efforts, the State Board of Education, and the Legislature, with input from parents, students and business executives. The Cabinet is charged with responsibility to propose and endorse legislation and to oversee the implementation of policy and budget decisions.

For the past 18 months, the Jobs Cabinet has been conducting community forums to engage West Virginians in the debate about what must be done to better prepare our children for the 21st century economy, and those discussions culminated in the Summit on Global Competitiveness.

This report details the policy agenda for the state that emerged from those meetings.

² Important questions and concerns raised by Summit participants can be found in full and further debated on our blog at www.wv.gov/education.

WHY IT MATTERS: WEST VIRGINIA'S QUALITY OF LIFE AND ECONOMIC FUTURE

Forty years ago the United States had the most highly educated workforce in the world. Today at least seven countries graduate a higher percentage of their students from high school than the United States, and between 20 and 25 countries best American students in science and math.

The documentary film “Two Million Minutes,” which was shown at the Summit, tracks the activities and attitudes of children in the United States, China and India through their “Two Million Minutes” of their high school careers. It was created as a wake up call about the sliding value of public education among Americans relative to the rest of the world and the implications of that trend for jobs and wealth in our country. Summit questioners noted that low levels of interest in school were the result of poor expectations, and a student said bluntly: “We are not challenged, therefore we get bored and don’t pay attention.”

Economists now predict that as many as 90 percent of all jobs that pay a living wage will require education beyond high school, and this message has hit home for West Virginians, whose state has fewer college-educated workers than any in the nation and ranks 44th nationally in public school academic achievement. As one participant from Williamson put it: “Kids think they can go to the mines, but those jobs are no longer there. And the jobs in the mines now demand computer skills.”

Despite concerted effort and success at the Department of Education and the Higher Education Policy Commission to improve educational attainment in West Virginia, the evidence still indicates that too many of West Virginia’s students and working-age adults do not have the skills to be competitive in the world that they will encounter.

Reaching Consensus on Three Big Goals

The Summit succeeded in providing a call to action for political and community leaders and educational decision-makers to support the more far-reaching set of solutions that are going to be necessary to create economic opportunity in West Virginia. These decisions come at a time when West Virginia’s public education system is being severely challenged by federal policymakers to get what U.S. Secretary of Education Arne Duncan, who made his case to Summit participants himself in a videotaped address, has called “dramatically better results.”

The Obama Administration, through Duncan’s office, is providing scores of millions of dollars in grant funds to states that are willing to reverse standard educational practices of the past 50 years, particularly with respect to measuring teacher effectiveness and accountability, aiming far higher in student academic performance, utilizing public charter schools as laboratories for new teaching and learning methods, and deploying sophisticated technologies in schools to both improve and analyze results. These priorities match those outlined in this report and impel West Virginia to unprecedented swift, decisive action.

Our research indicates an urgency among West Virginians to resolve three big issues:

- What must we do to ensure that technology is being used effectively throughout the educational enterprise?
- What must we do to advance the teaching profession so that today’s teachers are the best available and the most fully prepared to help students get ready for life and employment in the 21st century?
- What must we do to change attitudes about student performance among teachers, parents and the students themselves so that we can demonstrate significant measurable improvement in student achievement?

Overwhelmingly, Summit participants (including the 70 students in attendance) were concerned that West Virginia's plan to overhaul the educational system be driven by the awareness that 21st century students must become more engaged in and responsible for their own educational success. To achieve this transformation to a relevant and effective system, West Virginia as a society no longer can expect to pursue incremental reform and remedial interventions, but instead must make an uncompromising commitment to do whatever is necessary to give as many children as possible a chance to prosper in the world of today and tomorrow. As a community, a state, and a family, if West Virginians can commit to this course the game can be won. The rest of this report outlines the proposals we, all of us as West Virginians, think will get us there. Some programs and projects are included in our recommendations that have great and proven promise but may not be the only means to achieve a desired outcome. As the Legislature considers funding for any pilot or program, it should always seek to support the best-possible option for meeting our collective goals, whatever it may be, and allow for the adoption of future improvements.

ACTION 2010: A LEGISLATIVE AGENDA FOR THE COMING YEAR

After intensive discussion, study, and feedback from hundreds of statewide stakeholders, the Governor's 21st Century Jobs Cabinet found that there is enthusiasm at all levels—in the Legislature, among State Board of Education members, teachers, students and community leaders—to develop an ambitious plan to raise educational expectations and performance.

Our action plan for 2010 from the 21st Century Jobs Cabinet and the State Board of Education and implemented through the West Virginia Legislature follows.

Effective Use of Technology

"The disparity from county to county related to availability of and access to technology must be addressed. I [have had in schools] full access to the Internet but a limited amount of technology [as well as] a ton of technology but very limited access to the Internet. This inhibits my ability to share with my students and my students' ability to share with me."

West Virginia Teacher

- **Create a five-year technology plan and budget** in cooperation with IBM and Cisco through an Ad Hoc *Technology Strategy Committee* of the Jobs Cabinet under the auspices of the Department of Commerce and tied to the work already underway at the State Board of Education, that includes a representative appointed by the president of the State Board of Education, a representative appointed by the State Superintendent of Public Schools, a representative appointed by the Governor's Chief Technology Officer, and business representatives of the Jobs Cabinet that audits the usefulness of current technology investments, incorporates completion and maintenance of the p-20 data system, anticipates expansion of the world-class teacher technology training pilot program undertaken in 2010, facilitates projects-based, on-line learning environments, and anticipates such needed new school-level technology/policy enhancements as:
 - Cloud computing that enables consolidation of IT services provided to education institutions;
 - Desktop virtualization that provides a low cost model for users to access the rich range of resources available to support teaching, learning and administration;
 - Collaborative and social networking tools that facilitate students, teachers and parents collaborating on and sharing information about instruction;
 - Digital content that allows all learners to access the content they need for teaching and learning;

- Ecommerce tools that allow providers of content to be compensated for their works and parents to handle routine transactions with the institutions;
 - On line schools that provide students with an additional path to receive access to quality education;
 - Business analytics that support the analysis and reporting to teachers, students, parents and others on the operational and instructional performance of themselves and their institutions;
 - Identity management and security and privacy tools that assure that users of these systems are authorized to execute the transactions to which they are entitled;
 - Portals that facilitate access to and provide information that is unique to each user and serves as their single point of entry to all resources available to them;
 - Assessment tools that dynamically monitor student achievement against learning objectives and intelligently direct students to curriculum that is aligned with areas requiring remediation; and
 - Data exchange tools that facilitate sharing of data about students between educational institutions and other state agencies and support a longitudinal and holistic view of a student.
- **Begin using advanced classroom/school technology** tools and systems described above under the direction of the State Department of Education and with advice from the *Technology Strategy Committee* in schools and districts that have requisite broadband capacity.
 - **Require every middle and high school student** to have an on-line team project or an international on-line project in every class by State Board policy.
 - **Form a business panel** of the Jobs Cabinet Business Leadership Committee and including outside experts from IBM and Cisco as well as at least two students to work with the Department of Education to review and provide feedback to the teacher evaluation metrics in the new West Virginia Professional Teaching Standards.
 - **Pilot the \$350,000 advanced teacher technology training program** that has been developed by the Jobs Cabinet *Curriculum Transformation and Teacher Excellence Committee* in cooperation with the Cisco Systems K-12 Internet Business Solutions Group.

Great 21st Century Teachers

“It is apparent that charter and teacher-led schools would be an effective solution...

What are the oppositions?”

Anonymous Summit Participant

- **Pass legislative recommendations of Jobs Cabinet Stakeholders Study Group** on Teacher Recruitment, Hiring and Retention because of persuasiveness of research evidence that experience is increasingly less tied to teacher effectiveness after the first five years of teaching and the need, as expressed at the Summit, for “state law change [about] teachers being considered for a job vacancy based only on their seniority” (emphasis added). Other study group recommendations address teacher preparation, compensation and scholarships.
- **Expand the Underwood Smith** tuition remission program for teachers in key disciplines like mathematics and science but not exclusively limited to those.

- **Create a pilot *voluntary* “assignment pay”** system for hardest to serve communities, schools and disciplines in which teachers would opt into a system of higher pay for stricter accountability and service to neediest schools and students.
- **Initiate a process for student evaluations** of their educators in every high school according to legislative finding for State Board of Education policy to be developed at the county level that requires the development of high-quality survey instruments for teachers and principals.
- **Appoint at least two students** to participate in the redevelopment and implementation of teacher evaluation standards currently underway at the Department of Education.
- **Develop a charter school taskforce** to participate in discussions about any charter school legislation that may be introduced in 2010 and to study the performance of charter schools and the elements of West Virginia charter school legislation that can be widely supported in the legislature and elsewhere. The Taskforce would be an ad hoc committee of the Jobs Cabinet and would include a teacher, parent, superintendent, principal, student, State Board of Education and school boards representative. The legislation should require strict criteria for establishing charter schools and rigorous evaluation of results but that also allows for the potential formation of teacher-led union and/or non-union schools (as are seen already in Wisconsin and Minnesota).
- **Propose Innovation Zones II** legislation to *immediately* allow more schools to try new ways to run schools, select and pay teachers, make budget decisions and interact with students, producing the “more significant results and change [than have come out of] local school improvement councils, waivers, faculty senates and site-based management” and that are desired by the state.
- **Be part of national study of teacher effectiveness** conducted by the Urban Institute, at the recommendation of the State Board of Education, especially in light of West Virginia’s F grade and rank third from bottom in the November 2009 study of states progress in “Removing Ineffective Teachers.”³

Students Who Believe and Achieve

The base issue is students do not care at *all* about school or learning...
Once they care, the full potential of these changes will take effect.

Savannah Coffman, Huntington High School Senior

- **Provide incentives for students** to participate in personal finance and parenting classes in high school.
- **Recruit high/middle school volunteers** for a one-year special *Parent Engagement and Education Committee* of the Jobs Cabinet, chaired by Kheng McGuire and Ellen Spears with support from The Education Alliance, to test ways to improve parent expectations about education:
 - **Show the film *2 Million Minutes*** as part of parent orientation activities.
 - **Introduce after-hours** classes for parents, especially in kindergarten and elementary school, about parenting, literacy, financial literacy and careers.

³ *Leaders and Laggards: A State-by-State Report Card of Educational Innovation*, Center for American Progress, Washington, DC, November 9, 2009.

- **Provide parents with a worksheet** to take home about what to expect from their child's homework, a set of grade-level goals about what their child should be doing that year, and email follow up information throughout the year.
 - **Inform parents about the value of Advanced Placement (AP)**—college-level courses that students can take in high school—and pre-AP preparation that begins in middle school.
 - **Introduce the “West Virginia Bill of Rights and Responsibilities for Learning”** in pilot schools describing the unique responsibilities of educators, parents and students to contribute to a safe and productive school environment.
 - **Review the guidelines** and rules surrounding adults in the schools in order to encourage parent volunteerism and adult participation in schools.
 - **Coordinate with the HEPC** and the College Foundation of West Virginia to host a “FAFSA (Federal Application for Free Student Aid) Day” each spring at high schools throughout the state.
 - **Coordinate with the Chamber of Commerce** to host a “Careers Day” for middle school students and parents featuring mock career fairs; mock interviews; science competitions; writing, public speaking and art contests; and tech demonstrations that teach the value of professional behavior, work and competition.
- **Adopt the Jobs Cabinet Workforce Planning Council recommendation** to form a new Technical Magnet School to provide high-quality career technical training.
 - **Initiate a legislative cost analysis** through the chairs of the House and Senate education committees of providing a later busing schedule that allows one-on-one help to be more available for students who rely on bused transportation.
 - **Continue outreach** through the Jobs Cabinet *Learn More. Earn More. Campaign Committee* to raise awareness in the public about the importance of post-secondary education and to drive users to the College Foundation of West Virginia portal that provides a central location for information about financial aid and applying to college.
 - **Establish the Education Alliance** as a partner with HEPC to incorporate “My Career Journey” and E-mentoring programs on the new College Foundation of West Virginia portal and train counselors to help students have interactive Q&A on line about their interests and leading them to a database of over 1000 career tracks with information on academic requirements.

ACTION 2011 AND BEYOND

The following items are legislative actions *in principle* that are supported by the Governor's 21st Century Jobs Cabinet for action in the future. They would be acted upon only following considerable additional discussion and decisionmaking by the Jobs Cabinet. Under those conditions, the Jobs Cabinet proposes the following agenda as the *basis* for future legislative action.

Effective Use of Technology

“Every classroom has a ‘smartboard,’ but few teachers use it as more than a clearspace for their projectors...Who is going to train teachers to use these technologies?”

West Virginia Student

- **Fund the expansion of self-paced**, Internet-based learning for students, especially in specialty areas like foreign languages, AP, advanced math and science.
- **Support proven programs that motivate** students through technology/electronic media such as Globaloria and other examples of web-based, programming-based instruction that embed technology in homework, research assignments, projects and communications at the *same level* that it is embedded in students lives.
- **Host an annual “Turn Us On” conference** through the joint efforts of the Jobs Cabinet *Technology and Communications Committees* and with sponsorship and speakers from corporations like Verizon, IBM, Frontier, Cisco and Orrick that invites enterprising school leaders to learn about the latest technological advances that affect their classrooms.

Great 21st Century Teachers

Students learn at different paces, so why do teachers move on with other lessons if all students haven’t grasped the concept? Maybe there should be more time for important subjects such as math and English instead of electives.”

West Virginia Student

- **Increase work time in schools** for both teachers and students through extension of the number of days/hours in the school year to allow for 1) in-school professional development; 2) added instructional time to make sure that every student “gets it”.
- **Consider legislative action as necessary** to continue to modify teacher-hiring practices in State Code, especially to more readily replace teachers who are not doing their jobs.
- **Invite Teach for America**, which is now found in 32 states, to provide teachers in hard-to-staff geographic areas, like the Eastern Panhandle, and/or areas that have an abundance of long-term substitutes.
- **Simplify rules about alternative certification** to:
 - **Attract new professionals** to the field—i.e., allow college and university professors to teach in public schools; reconsider certification requirements for principals and other school leaders.
 - **Allow non-U.S. citizens** and/or foreign visitors to teach, especially in high school, if they have the necessary training or under special circumstances.
- **Create a true “pay for performance”** system and tie it to the new teacher professional and evaluation standards.

Students Who Believe and Achieve

How can we help “majority of ...families see education as an ‘investment’” in the future?

Anonymous Summit Participant

- **Connect middle and high school** curriculum so that students are learning prerequisite skills, especially in math and science but also in *reading*, necessary to excel in high school and require end-of-course assessments in middle school, by State Board rule or legislation, to measure that progress, especially in light of the 2008 “Quality Counts” finding that West Virginia 4th graders

are last in the nation on reading gains as scaled by the NAEP (national assessment of educational progress) between 2003 and 2007.

- **Consider a legislative requirement** for all students to take at least one Advanced Placement or Dual-Credit college-level course as a condition of graduation from high school.
- **Make the WesTest2 meaningful** for students by making it a condition for high school graduation and aligned to and a condition of college entrance.
- **Continue to support SEEDs** schools, which develop principal leaders who have the capacity to successfully develop and implement educational innovations.
- **Adopt the best practices recommendations** of the Jobs Cabinet *Parent Engagement and Education Committee* that are developed in 2010.
- **Provide legislative funding** to financially support a later busing schedule to increase after-school participation in learning activities.
- **Emphasize projects-based** learning, including potentially through charter or magnet school models like “New Tech High” being explored by the Department of Education.
- **Expand funding to replicate** the Marshall University June Harless Center’s STEM (science, technology, engineering and math) Academy concept statewide.
- **Conduct a legislative review of the findings** of the expansion of the “GEAR UP” college-prep program and consider the results of other “college bound coaching” programs to determine the best programs to receive legislative support.
- **Accelerate secondary/post-secondary partnerships** with local-area community colleges and especially the new Advanced Technical Centers, which could routinely host high school students for dual-credit courses.

APPENDIX A

Summit Agenda October 29, 2009

- 9:00am **Opening Remarks**, Gayle C. Manchin and Ralph H. Baxter, co-chairs, 21st Century Jobs Cabinet of West Virginia
- 9:10am **Governor's Vision for Education and the Economy**, Joe Manchin III, Governor, State of West Virginia
- 9:30am **Racing to the Top: Challenging States to Build the Next Public Schools System**
- Arne Duncan, secretary, U.S. Department of Education
 - John Chambers, chairman and CEO, Cisco Systems
- 10:00am **Technology Literacy in the New Economy**
- Peter Cevenini, director K-12 education, Internet Business Solutions, Cisco Systems
 - B. Keith Fulton, president, Verizon West Virginia
 - Alex Kaplan, director education industry global business services, IBM
 - Maggie Wilderotter, chairman and CEO, Frontier Communications
 - Panel Moderators: Governor Joe Manchin III and Kelley Goes, Secretary of Commerce
- 11:15am **Discussion Sessions I: Is What We're Learning that Our Children Aren't Ready?**
- *2 Million Minutes* film and data presentation
 - Pat Kusimo, facilitator
 - Beyond 2 Million Minutes: Strategies for West Virginia
 - Ralph Baxter, facilitator
 - Learn More. Earn More: How Do Kids Respond to the Challenges Raised by Two Million Minutes
 - Bayan Misaghi and Isaac Pickelsimer, student facilitators
- 12:30pm **Luncheon Presentation:** *Empowering Teachers through School Innovation Zones*, Bill Brock, former U.S. senator and co-chairman, *Tough Choices or Tough Times*, and Jane Hannaway, director Education Policy Center, The Urban Institute
- 1:30pm **New Teachers for New Schools**
- Joe Graba, co-founder, Education Evolving
 - Linda Lane, deputy superintendent, Pittsburgh Public Schools
 - Randi Weingarten, president, AFT
 - John Wilson, executive director, NEA
 - Panel Moderators: Priscilla Haden, president of the State Board of Education, and Pat Getty, president of the Benedum Foundation
- 3:00pm **Discussion Session II: How Do Great Teachers Prepare Students for 21st Century Work?**
- Steve Paine and Gayle Manchin, facilitators
 - Bayan Misaghi and Isaac Pickelsimer, student facilitators
- 3:45pm **Action 2020: Reaching Consensus on Three Big Goals**, Gayle Manchin, Ralph Baxter

APPENDIX B

Representative Sampling of Participants at the Summit on Global Competitiveness

Ben Adams	Tyler Cummings
Shyann Adkins	Clifford Cunningham
Chris Adkins	Terry Cunningham
Fred Albert	Kathy D'Antoni
Tina Amburgey	Don Davis
Ken Arndt	Johnnalyn Davis
Phyllis Arnold	Van Dempsey
Barbara Ashcraft	Aislinn Dempsey
Sherry Baker	Jim Denova
Linda Ballard-Price	Jamie Dickenson
Andy Banfi	Christopher Dillon
Olivia Banks	Pamela Dugan
Austin Banks	Holly Duncan
Peter Barr	Andrew Dunlap
Ralph Baxter	William Duty
Eddie Belcher	Brittany Elkins
Michael Belmear	Debra Elmore
Dixie Billheimer	Bruce Flack
Pier Bocchini	Chris Fletcher
Mary Kay Bond	Laura Florence
Jacqueline Branch	Dan Foster
Johnny Branch	Sally Fry
Bill Brock	Jody Frye
Bob Brown	B. Keith Fulton
Bobbi Bryant	Mort Gamble
Clinton Burch	Molly George
Keely Camden	Meredith George
Delores Campbell	William Getty
Ron Cantley II	Clinton Giles
Chris Carter	Justin Gillium
James Cava	Marie Foster Gnage
Peter Cevenini	Kelley Goes
Tyler Channell	Kay Goodwin
Paul Chapman	Joe Graba
Sara Chapman	Adam Green
Su Chaudhry	Craig Grooms
Robin Childers	Gretchen Grove-DeJarnett
Cora Christian	Patrick Gue
Sallye Clark	Debbie Gurtis
Gary Clay	Priscilla Haden
Savannah Coffman	Lesley Hager
Rebecca Combs	Hank Hager
Larry Cottrill	Judy Hale
Tiara Cousins	Julia Hampton
Patrick Crane	David Haney
Jennifer Croteau	Jane Hange

Jane Hannaway
Jo Harris
Stephanie Harris
CJ Harvey
Kelly Haynes
Lloyd Hinkle
Susan Hodges
Chad Holt
Stanley Hopkins
Kathy Hudnall
Laura Hurley Kimble
Paul Jacobson
Morgan Jacobson
Debra James
Jeff James
Nancy Jamison
Evan Jenkins
Hollin Jenkins
Lowell Johnson
Marian Kajfez
Alex Kaplan
Dee Kapourales
J'Lisa Kelly
Jessica Kennedy
Chong Kim
Dan Kimble
Beth Kitzmiller
Betty Knighton
Jason Kogler
Tori Konrad
JoBeth Kuhn
Pat Kusimo
Linda Lane
Charles Ledbetter
Eva Ledbetter
Dale Lee
Kimberly Lewis
Karen Linville
Kathryn Liptak
Jackee Long
Mike Lutz
Gayle Manchin
Joe Manchin
Elizabeth Manuel
Kathy Mason
Barbara Maynard
Sandy Maynard
Stan Maynard
Brooks McCabe

Jack McClanahan
Joe McCoy
Forrest McGuire
Loy McGuire
Stephen McKinney
Richard McLaughlin
Greg Merritt
Joshua Messer
Matthew Miller
Ralph Miller
Bayan Misaghi
David Mohr
Stella Moon
Shannon Morgan
Bob Morganstern
Chuck Nichols
Chris Nichols
Brian Noland
Yesenia Norman
Martin Olshinsky
Suzanne Oxley
Steven Paine
Kathy Parker
Matt Parsley
Donna Peduto
Sandra Pertee
Missy Phalen
Cynthia Phillips
Jenny Phillips
Sonya Picklesimer
Isaac Picklesimer
Bob Plymale
Linda Poff
Paula Potter
Paige Prater
Joey Preast
Laura Quinnelly
Richard Rafes
Alex Rahal
Haley Rakes
Kym Randolph
Luke Rapp
Sheila Reynold
Alecia Rice
Tyler Rice
Brian Rice
Selena Riffe
Don Rigby
Jacki Robinson

Bill Rosenberger
Chuck Rote
Melissa Ruddle
Amy Salmons
Ray Sanders
Nicholas Sanner
Gerry Sawrey
Paul Schreffler
Marybeth Schubert
Dave Scragg
Marlo Scruggs
Jean Simers
Greg Smith
Ralph Smith
Missy Smith
Ellen Spears
Ted Spring
Caleb Stacy
Dakota Stokes
Aletha Stolar
Tammy Stollings
Stacey Strawderman
Daniele Stull
Patty Supcoe
Joshua Sword
Rosalyn Templeton
Nancy Terlizzi

Juliet Terry
Newton Thomas
Doris Tuckwiller-Wood
Hannah Vance
Katherine Ward
Carla Warren
Dean Warrenfeltz
Jesse Watts
Randi Weingarten
Erik Wells
Holly White
Maggie Wilderotter
Jason Williams
John Wilson
Jack Wiseman
Tom Wood
Jennifer Wood
Morgan Woody
Ty Wooten
Aimee Workman
Billy Workman
Patterson Workman
Kathy Wright
Kheng Yap-McGuire
Terry Young
Paul Zickefoose

APPENDIX C

Summit Presentations

Find all presenter data slides at www.wv.gov/education.

APPENDIX D

Membership 21st Century Jobs Cabinet of West Virginia and State Board of Education

21st Century Jobs Cabinet of West Virginia

- Phyllis Arnold, Central Regional President & State President, BB & T Bank
- Manny Arvon, II, Superintendent, Berkeley County Schools
- Ralph Baxter, Jr. Esq., Chairman & Chief Executive Officer, Orrick
- Dixie Billheimer, Interim CEO, West Virginia Center for Professional Development
- Tiara Cousins, Student Representative
- Russell Fry, Executive Director, WorkForce West Virginia
- B. Keith Fulton, President, Verizon West Virginia
- William P. Getty, President, Claude Worthington Benedum Foundation
- Meredith George, Deputy Council, Office of the Governor
- Kelley Goes, Secretary, West Virginia Department of Commerce
- Kay Goodwin, Secretary, West Virginia Department of Education and the Arts
- Tom Heywood, Managing Partner, Bowles Rice, McDavid, Graff & Love LLP
- Stan Hopkins, Assistant State Superintendent Technical and Adult Education Services
- MaryLu Hutchins, Assistant Principal, Warwood School, Ohio County
- Annette Jividen, Student Representative
- Lowell Johnson, Member, State Board of Education
- Tom Jones, President and CEO, WV United Health Systems
- Pat Kusimo, President and CEO, The Education Alliance
- Gayle Manchin, First Lady of West Virginia
- Charlene Marshall, West Virginia House of Delegates
- Brooks McCabe, West Virginia Senate
- Kheng McGuire, parent representative
- Bayan Mishagi, Student Representative
- Jason Najmowski, Commissioner, West Virginia Department of Health and Human Resources
Division of Children and Families
- Brian Noland, Chancellor, Higher Education Policy Council
- Howard O'Cull, Executive Director, West Virginia School Boards Association
- Steve Paine, Superintendent, West Virginia State Department of Education
- Kenny Perdue, President, West Virginia AFLCIO
- Sonya Picklesimer, Teacher, Williamson High School
- Isaac Picklesimer, Student Representative
- Robert Plymale, West Virginia Senate
- Mary Poling, West Virginia House of Delegates
- Steve Roberts, President, West Virginia Chamber of Commerce
- Kyle Schafer, Chief Technology Officer, State of West Virginia
- James Skidmore, Chancellor, Community and Technical College System
- Ellen Spears, parent representative
- Kay Tilton, Early Childhood Representative
- Dana Waldo, President, American Power
- Gary White, President, International Industries, Inc.

State Board of Education

- Priscilla Haden, president
- Jenny N. Phillips, Vice-President
- Robert W. Dunlevy, Secretary
- Delores W. Cook, Member
- Michael I. Green, Member
- Burma Hatfield, Member
- Lowell E. Johnson, Member
- L. Wade Linger, Jr., Member
- Gayle C. Manchin, Member

- Dr. Brian E. Noland, Ex Officio
 - Chancellor, West Virginia Higher Education Policy Commission
- James Skidmore, Ex Officio
 - Chancellor, West Virginia Council for Community and Technical College Education
- Dr. Steven L. Paine, Ex Officio
 - State Superintendent of Schools

APPENDIX E

Jobs Cabinet “Community Forums”

Wheeling Forum

April 18, 2007

Martinsburg Forum

June 8, 2007

Huntington Forum

October 3, 2007

Beckley Forum

April 21, 2008

Williamson High School Forum

June 2, 2009

Capitol High School Freshman Student Forum

June 4, 2009

Randolph County Schools and Randolph County Chamber of Commerce Forum

June 26, 2009

Huntington High School Student Forum

September 11, 2009

Southern West Virginia Community and Technical College Education Alliance Forum

September 28, 2009

APPENDIX F

Representative Sampling of Participants in Community Forums

Sean Acker	Mike Gallogly
Taylor Adams	Jennifer Giovannitti
Nathan Adkins	Bridget Gray
Tanner Adkins	Chris Gray
Tiffany Adkins	Gail Hall
Adriana Aguirre	Nick Harshbarger
Linda Akers	Serenity Hart
Ernest Amburgey, Jr.	Xavier Hayes
Alec Atha	Shelby Hazelett
Prudence Barker	Scotty Hicks
Daniel Beahm	Cara Higgins
Sarah Beasley	Michael Hodge
Hannah Begley	Barry Hudock
Olivia Black	Kimberly Irick
Sarah Bradley	Cheryl Jacko
Paul Beardslee	Evan Jenkins
Heather Biola	Lorenzo Jones
Alisha Bowen	Shawnice Jones
Johnny Branch	Emily Knight
Tyesha Branch	Evan Knight
John Bruce	Rebecca Konrad
Casandra Bucci	Victoria Konrad
Shannon Carballo	Josefine Landgrave
True Chastain	Wilma Ligmond
Dave Clark	Maria Maack
Gary Clay	Cindy McCoy
Marisa Clayton	Marlene Slater
Martin Conley	Matt Tarber
Sandy Cox	Mary Ann Testerman
Cindy Crigger	Joanne Tomblin
Kelly Cunningham	Samuel Litteral
Preston Cutler	Ray LaMora
Tyler Davis	Joe Long
Merle Dempsey	David Lord
Mark Doak	Robert Lucas
Bob Dunkerley	Jason Martin
Maryann Durland	Martha Maynard
Megan Edwards	Darrin McCormack
Teresa Estep	Katie McGuffey
Terry Elkins	Forest McGuire
Andrew Evans	Brianna Messinger
Rosemary Farrar	Andrew Murphy
Scott Fleming	Cuong Nguyen
Chris Fletcher	Scott Nichols
Jackie Fletcher	Briana Norman
Stephanie Gallagher	Miranda Osburn

Jennie Parsons
Jack Phillips
Isaac Pickelsimer
Gabe Pullin
Laura Quinnerly
Kamen Rappold
Taylor Reed
Tyler Rice
Destiny Richardson
Lydia Rivera
Rita Robertson
Brandon Robinson
Brooke Rose
Melinda Saunders
Megan Schreiber
Donna Seibert
Wayne Sheets
Mackenzie Smith
Ellen Spears
Pat Schuman
Alyson Shehan
Marlene Slater
Emi Smith
Shane Speaks
Ryan Staley
Eran Stensor
Kayla Stover
Cody Tabor

Kristin Thabet
Victor Thacker
LaMar Thompson
Mike Trent
Merllene Yorkey
Tyrie Walker
Rita White
Kevin Whitt
Ted Williams
Marc A. Wilson
Ty Wooten
Whitney Zickefoose

www.wv.gov/education

21st Century Jobs Cabinet of West Virginia

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